

22 NOV 1958

MEMORANDUM FOR: PE Personnel

SUBJECT: Acquisition of Permanent Civil Service Status  
by Agency Employees

25X1A6c

REFERENCE: [REDACTED], dtd 17 Oct 58, concerning same subject

It is suggested that reference, which was informally referred to this office, be replied to along the following lines:

1. There is at this time no means by which a KUBARK employee may acquire competitive (career) civil service status during his KUBARK employment unless he acquired eligibility for such status through prior Government service.
2. Until the issuance of Executive Order 10577, dated 22 November 1954, which contained a general revision of the Civil Service Rules, there was a provision permitting the probational appointment while in an excepted position of an employee who was within reach for appointment on an appropriate civil service register. Under this provision, KUBARK employees who qualified in appropriate civil service examinations and were reached for appointments were converted to probational status or, if the requirements of the probationary period had been met, to competitive status. The same provision was not included in the revised Civil Service Rules. A somewhat similar provision was included but it calls for such conversion in connection with a specific plan for interchange of employees between the agency involved and the career civil service. We have explored the possibilities of negotiating such an agreement but there are several required features which would be disadvantageous to the Agency.
3. From time to time, especially since the termination of the War Service Indefinite appointment authorities, there have been various provisions for the acquisition of competitive status by individuals who qualified competitively for such status. The most recent such instance was to provide for the conversion to career civil service status of individuals who had been given temporary indefinite appointments to competitive positions from a civil service register established for probational appointments. We

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believe that all KUBARK employees who were eligible for conversion under this procedure have been identified and converted.

4. If you have any employees who believe they might be eligible for conversion based on prior service in the competitive service, we will be glad to review their files in this connection.

/s/ Gordon M. Stewart

Gordon M. Stewart  
Director of Personnel

Distribution:

- 0 & 1 - Addressee
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OD/Pers [REDACTED] (19 Nov 58)

P.S. We have talked to the Personnel advisor to the President about conversion in connection with out placement. This, however, is not what [REDACTED] is asking about.

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25X1A6a Dispatch to [REDACTED]

1. Employees of KUBARK receive Excepted, Temporary time limit or Contract appointments. There are no provisions under the Public Law establishing KUBARK, or the Federal Personnel Manual, allowing for Career Conditional Appointments (which in effect is the old Probational Appointment). At one time under the provisions of Departmental Circular 776 certain KUBARK employees who in the past had been appointed in the Competitive Service from Civil Service Certificates, and who met various other criteria, were able to acquire a Competitive Status. Any employees at your station who were eligible under D. C. 776 would already have been ~~removed~~ accorded a competitive status. Also, employees appointed in KUBARK who had previously acquired a competitive status should continue to have that status while serving with KUBARK.

2. Headquarters feels it would be extremely inadvisable for your employees to file applications for competitive examinations with the Civil Service Commission Regional Office. It would mean either listing current employment as the cover agency in effect falsifying the SF 57, or listing current employment as KUBARK in effect blowing the cover. If any employees feel strongly on the subject they could submit their request on an individual basis to Chief, [REDACTED]

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<b>DISPATCH</b>		CLASSIFICATION <del>CONFIDENTIAL</del>	DISPATCH SYMBOL AND NO. [REDACTED]
DTN: Chief, FE Chief, [REDACTED] 12/15		HEADQUARTERS FILE NO.	25X1A6c
FROM: Chief of Station, [REDACTED] PL2		DATE OCT 17 1958	25X1A2g
SUBJECT: Acquisition of Permanent Civil Service Status		RE: "43-3" — (CHECK "X" ONE) <input type="checkbox"/> MARKED FOR INDEXING <input checked="" type="checkbox"/> NO INDEXING REQUIRED	25X1A6a
ACTION REQUIRED: Reply to para 4		<input type="checkbox"/> INDEXING CAN BE JUDGED BY QUALIFIED HQ. DESK ONLY	
REFERENCE(S)			

1. The question of acquiring permanent Civil Service status while working for KUBARK has recently been discussed by some members of this station. Those who have made the query are employees who have had no other Federal Government experience and who, most likely, have been appointed under the Schedule A type of appointment and have never had a chance for Civil Service examinations and/or certification.

2. [REDACTED] has answered some basic questions and attempted to explain the mechanics of such processes as it relates to KUBARK. At one time [REDACTED] felt that such certification by the U.S. Civil Service Commission for a probational appointment had been done, but whether such was possible for [REDACTED] type personnel at this time, was not known.

[REDACTED]

examinations as any other Regional Offices and is continually making certifications for probational appointment to Government agencies in certain fields. If there is a procedure whereby station secretarial and administrative personnel can obtain probational appointments, it is felt that examinations and transfer of certification to U.S. Civil Service Headquarters could be arranged [REDACTED]

4. Any guidance or information on this problem would be appreciated.

DOC 4	REV DATE 23-6-81	BY [REDACTED]
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16 October 1958

Distribution:

3 - Chief, FE  
2 - Chief, [REDACTED]

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